### What is Gender Reassignment/Identity?

Gender Reassignment/Identity is a ‘Protected Characteristic’ of the **Single Equality Act (April 2010)**. It is an equality strand representing the different types of communities in the UK, and in many cases internationally.

**Gender Identity:**
- An individual’s internal self-perception of their own gender
- A person may identify as a man or as a woman

**Gender Dysphoria:** The medical term for people who are uncomfortable with the role they are expected to fulfil because of their physical sex at birth.

**Transition:** The process of changing one’s gender role.

**Transsexual people:** Refers to a person who has the protected characteristic of gender reassignment. This may be a woman who has transitioned or is transitioning to be a man, or a man who has transitioned or is transitioning to be a woman. The law does not require a person to undergo a medical procedure to be recognised as a transsexual.

**Population:** According to the UK figures in 2009 (GIRES) approximately 1500 adults every year seek out medical advice concerning their gender identity.

Within this growing ‘trans’ community, language used can become an issue, as different people feel comfortable with different descriptions. Glossary of the more commonly used acceptable language ‘**A-Z of Key Trans Terminology in use in Scotland**’: [www.st-andrews.ac.uk/hr/edi/genderreassignment](http://www.st-andrews.ac.uk/hr/edi/genderreassignment)

### Legal protection from discrimination

Our Equality & Diversity Policy embraces the **Equality Act (2010)** and the:
- Sex Discrimination (Gender Reassignment) Regulations 1999 & Sex Discrimination Regulations 2008
- Gender Recognition Act 2004
- European Convention on Human Rights

Resulting in the following protections on grounds of gender identity:
- ☑ Protection against discrimination, harassment and victimisation in employment.
- ☑ Protection from discrimination in the provision of goods, facilities, services, education, and the exercise of public functions.
- ☑ Protection from hatred: [www.st-andrews.ac.uk/hr/edi/equalityact/hatecrime](http://www.st-andrews.ac.uk/hr/edi/equalityact/hatecrime)

### Relevant awareness dates

- Lesbian
- Gay
- Bi-sexual
- Transgender

**LGBT History Month in the UK:** February.

**International Day Against Homophobia (IDAHO) & Transphobia:** 16/17 May.
### University of St Andrews LGBT Alumni

- **University of St Andrews LGBT Alumni:** [www.standrewslgbtalumni.org](http://www.standrewslgbtalumni.org)

### University of St Andrews LGBT Society

- **University of St Andrews LGBT Society:** Organised by students, open to everyone working at the University: [www.saintslgbt.co.uk](http://www.saintslgbt.co.uk)

### Equality Network

- **Equality Network:** Supporting Scottish LGBT: [www.equality-network.org](http://www.equality-network.org)

### Fife LGBT Community Members Forum

- **Fife LGBT Community Members Forum:** Jodie.Fleming@lgbtyouth.org.uk

### LGBT Health

- **LGBT Health:** Advice and support for Scotland: [www.lgbthealth.org.uk](http://www.lgbthealth.org.uk)

### Scottish Transgender Alliance

- **Scottish Transgender Alliance:** Based in Edinburgh, provides information to support transgender people in Scotland: [www.scottishtrans.org](http://www.scottishtrans.org)

### Transgender Zone

- **Transgender Zone:** Facilitates support forums and information for transgender people in Scotland: [www.transgenderzone.com](http://www.transgenderzone.com)

### Trans Men Scotland

- **Trans Men Scotland:** Provides self help support group for all female to male transgender people: [www.transmenscotland.org.uk](http://www.transmenscotland.org.uk)

### Information on organisations that University is a network member of (contact via the Head of E&D):

- **Fife LGBT Network & LGBT Scotland Youth:**
  - [www.st-andrews.ac.uk/hr/edi/sexualorientation/charter](http://www.st-andrews.ac.uk/hr/edi/sexualorientation/charter)

- **Fife Equalities Participation Network:** [www.fifedirect.org.uk](http://www.fifedirect.org.uk)

- **Stonewall Scotland:**
  - [www.st-andrews.ac.uk/hr/edi/sexualorientation/stonewall](http://www.st-andrews.ac.uk/hr/edi/sexualorientation/stonewall)

- **Equality Challenge Unit & Scottish Funding Council:**
  - [www.ecu.ac.uk/practitioner-networks/scotland/scottish-liason-group](http://www.ecu.ac.uk/practitioner-networks/scotland/scottish-liason-group)

- **Government Equalities Office:** [http://homeoffice.gov.uk/equalities](http://homeoffice.gov.uk/equalities)

### Have your say

- For advice please contact Sukhi Bains, HR E&D Officer as the Head of E&D:
  - Email: diversity@st-andrews.ac.uk
  - Webpage: [www.st-andrews.ac.uk/hr/edi/genderreassignment](http://www.st-andrews.ac.uk/hr/edi/genderreassignment)

- Alternative formats are available upon request.